

Cultural Competency Rubric

Instructions: Please review the competencies listed below and rate yourself on each element using the scale provided.

Name: _____

Department: _____

Job Title: _____

| | 1 - Emerging | 2 - Approaching | 3 - Meeting | 4 - Exceeding | N/A |
|---|---|--|---|--|------------|
| <p>Knowledge of Diversity</p> <input type="checkbox"/> | <ul style="list-style-type: none"> • Demonstrates surface understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. | <ul style="list-style-type: none"> • Demonstrates partial understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. | <ul style="list-style-type: none"> • Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. | <ul style="list-style-type: none"> • Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. | |
| <p>Cultural Awareness</p> <input type="checkbox"/> | <ul style="list-style-type: none"> • Expresses attitudes and beliefs as an individual, from a one-sided view. Is indifferent or resistant to what can be learned from diversity of communities and cultures. • Demonstrates little or no awareness of one's own assumptions, judgments and/or biases about self and others. | <ul style="list-style-type: none"> • Has awareness that own attitudes and beliefs are different from those of other cultures and communities. Exhibits little curiosity about what can be learned from diversity of communities and cultures. • Begins to identify own assumptions, judgments and/or biases about self and others. | <ul style="list-style-type: none"> • Reflects on how own attitudes and beliefs are different from those of other cultures and communities. Exhibits curiosity about what can be learned from diversity of communities and cultures. • Articulates the influence of one's own assumptions, judgments and/or biases during interactions with one's own culture and the culture of others. | <ul style="list-style-type: none"> • Demonstrates evidence of adjustment in own attitudes and beliefs because of working within and learning from diversity of communities and cultures. Promotes others' engagement with diversity. • Demonstrates ability to assess the impact of assumptions, judgments, and/or biases related to one's own and other cultures. | |
| <p>Cultural Interaction</p> <input type="checkbox"/> | <ul style="list-style-type: none"> • Demonstrates few skills in working with members of one's own and other cultures and is unable to negotiate a shared understanding. | <ul style="list-style-type: none"> • Demonstrates skills to work with members of one's own and other cultures intermittently or in some limited contexts and can sometimes negotiate a shared understanding. | <ul style="list-style-type: none"> • Mostly incorporates diverse and multiple perspectives when working with members of one's own and other cultures and is able to negotiate a shared understanding. | <ul style="list-style-type: none"> • Consistently incorporates diverse and multiple perspectives when working with others and is able to negotiate and facilitate a shared understanding. | |
| <p>Cultural Attitudes</p> <input type="checkbox"/> | <ul style="list-style-type: none"> • States minimal interest in learning more about other cultures. | <ul style="list-style-type: none"> • Asks simple or surface questions about other cultures. | <ul style="list-style-type: none"> • Asks deeper questions about other cultures and seeks out answers to these questions. | <ul style="list-style-type: none"> • Asks complex questions about other cultures, seeks out and articulates answers to these questions that reflect multiple cultural perspectives. | |

Total: